

# House File 325 - Introduced

HOUSE FILE 325

BY SHIPLEY

## A BILL FOR

1 An Act relating to gender identity and sex under the Iowa civil  
2 rights Act.

3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. Section 216.2, subsection 10, Code 2023, is  
2 amended to read as follows:

3 10. "*Gender identity*" means a gender-related identity of a  
4 person, ~~regardless of the person's assigned sex at birth who~~  
5 has attained the age of majority.

6 Sec. 2. Section 216.2, Code 2023, is amended by adding the  
7 following new subsection:

8 NEW SUBSECTION. 13A. "*Sex*" means the biological sex  
9 designation of female or male on a person's birth certificate,  
10 characterized by reproductive anatomy and chromosomes.

11 Sec. 3. NEW SECTION. 216.23 **Gender exceptions.**

12 Notwithstanding any other provision of law to the contrary,  
13 with respect to gender accommodations provided to a person  
14 whose gender identity is not the same as the person's sex,  
15 an accommodation for the person shall not be made if the  
16 accommodation places an undue burden on another person whose  
17 gender identity is the same as the person's sex.

18 EXPLANATION

19 The inclusion of this explanation does not constitute agreement with  
20 the explanation's substance by the members of the general assembly.

21 This bill relates to gender identity and sex under the  
22 Iowa civil rights Act. The bill amends the definition of  
23 "gender identity" to only include persons who have reached the  
24 age of majority. The bill defines "sex" as the biological  
25 sex designation on a person's birth certificate. The sex  
26 designation is determined by reproductive anatomy and  
27 chromosomes of a person.

28 The bill provides in instances where there is a conflict  
29 of accommodation between a person who identifies with the sex  
30 designation given at birth and a person who does not, the  
31 person who identifies with the sex designation given at birth  
32 shall not be unduly burdened by the accommodation made for the  
33 person who does not identify with the sex designation given to  
34 the person at birth.